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Collective bargaining settlements  
in Ontario

Nov. 1989



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ONTARIO MINISTRY OF LABOUR  
TORONTO

COLLECTIVE BARGAINING SETTLEMENTS  
IN ONTARIO  
NOVEMBER 1989



OFFICE OF COLLECTIVE BARGAINING INFORMATION  
INDUSTRIAL RELATIONS DIVISION  
ONTARIO MINISTRY OF LABOUR

HON. GERRY PHILLIPS  
MINISTER

GEORGE THOMSON  
DEPUTY MINISTER



## FOREWORD

This report contains summaries of the collective bargaining settlements covering 200 or more Ontario employees that were concluded in November 1989 and a few received too late to be reported in the months in which they were ratified. Provisions in brackets refer to the previous agreement. A settlement may pertain to a single agreement that affects 200 employees or more or to a number of agreements that affect a total of 200 employees or more, even though each agreement may apply to fewer than 200 employees. Unless indicated otherwise, all benefit costs reported refer to the employer's contribution.

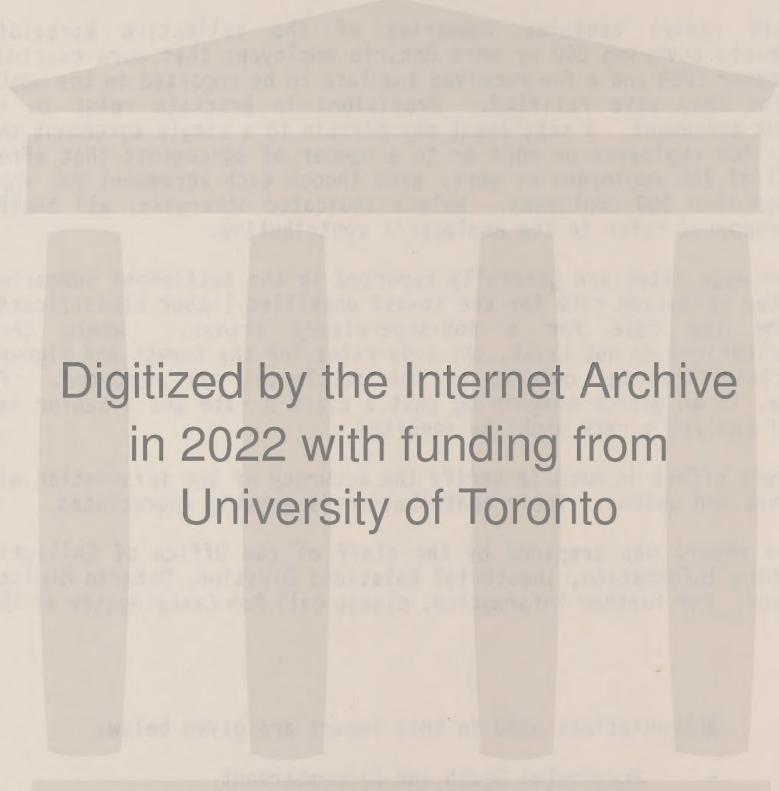
Two wage rates are generally reported in the settlement summaries: the after probation rate for the lowest unskilled labour classification and the top rate for a non-supervisory trades. Where these classifications do not exist, the wage rates for the lowest and highest-paid classifications covered by the settlement are reported. For example, in an office bargaining unit a clerk's rate and a senior data control analyst's rate might be reported.

Every effort is made to verify the accuracy of the information with employers and unions. Their contribution is greatly appreciated.

The report was prepared by the staff of the Office of Collective Bargaining Information, Industrial Relations Division, Ontario Ministry of Labour. For further information, please call Ron Casey-Nestor at 326-1275.

Abbreviations used in this report are given below:

AD & D	- Accidental Death and Dismemberment
COLA	- Cost of Living Allowance
CPI	- Consumer Price Index
CPP/QPP	- Canada/Quebec Pension Plan
LTD	- Long Term Disability
OAS	- Old Age Security
ODA	- Ontario Dental Association
OHIP	- Ontario Health Insurance Plan
OMERS	- Ontario Municipal Employees Retirement System
RRSP	- Registered Retirement Savings Plan
SUB	- Supplemental Unemployment Benefit
UIC	- Unemployment Insurance Commission
WCB	- Workers' Compensation Board



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## HIGHLIGHTS

### McDonnell Douglas

Two three-year agreements covering 3,940 production and office employees were reached between McDonnell Douglas of Canada Ltd. and the Canadian Auto Workers after a brief 4-day work stoppage.

The accord calls for a first year wage increase totalling 6 percent across-the-board. Second and third year rates will be increased by a further 3 percent along with adjustments ranging from 9¢ to 23¢ per hour in the second year and 11¢ to 22¢ in the third. The existing COLA formula, providing for a 1¢ per hour allowance for each 0.3 point increase in the CPI, will continue.

Apart from the wage adjustments, major gains were negotiated for the pension plan. The basic monthly benefit per year of service for new retirees was increased from \$23 per month per year of service to \$27. Current retirees will receive increases in their benefits ranging from \$1 to \$7.50 per month per year of service.

Vacation entitlements were also improved and now provide for 3 weeks after 4 years, 4 after 12, and 5 after 20. Other changes included increases in shift premiums, life insurance, AD & D, major medical, and LTD coverage. Benefits under the vision and dental plans were likewise extended. An increase in the paid education leave fund was also negotiated, raising the employer contribution from 1¢ to 2¢ per hour worked.

### College Teachers

The Board of Regents of the Ontario Colleges of Applied Arts and Technology reached a settlement with its 8,700 academic employees in November after a 4-week work stoppage.

The two-year agreement provides for a 6 percent wage increase in each year. The salary grid was also restructured to eliminate the first two steps of the professor, counsellor and librarian grids. Employees with fifteen or more years of experience were automatically moved up one level on the salary grid.

A new jointly administered fund, oriented towards job security, will be used to address a variety of issues including retraining, early retirement, and job sharing. The fund will be financed by the employer at the rate of \$50 per employee per year to a maximum contribution of \$500 per employee.

Other changes include a new short term disability plan to take effect on April 1, 1991 and improvements in the lay-off, mileage, and education allowance provisions as well as in the dental and long term disability plans.



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## SERVICES TO AGRICULTURE

Ontario Dairy Herd Improvement Corporation, province-wide - Various locals, Ontario Public Service Employees (NUPGE) (CLC) (full-time clerical and technical employees and field officers): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 273 employees, settled during a work stoppage in post mediation bargaining. Duration of negotiations - 9 months.

Wages:	Effective	<u>Jan. 1/89</u>	<u>Jan. 1/90</u>
	General Increases	6%	5%
<u>Weekly Rates</u>			
36.25 hours per week			
	Clerk 1 (includes Mail Clerk)	\$307-\$339 (\$290-\$320)	\$322-\$356
<u>Annual Rates</u>			
1885 hours per year			
	Programmer/Analyst	\$35,690-\$40,121 (\$33,670-\$37,850)	\$37,475-\$42,127

Maximum rates are reached on merit.

Paid Holiday: Heritage Day replaces Easter Monday plus 1 floating day is added for a total of 12 (11) days.

Paid Vacation: 19 days after 10 years of service, 20 after 12, 21 after 14, 22 plus 1 additional day for each year of service after 15 years, 27 after 20 and 27 plus 3 additional days after 24. (Previously, 18 after 10 years, 19 after 12, 20 after 14, 20 plus 1 additional day for each year of service after 15 years, 25 after 20 and 25 plus 5 additional days in 25th year.)

Health and Welfare: Vision - Maximum claim is \$100 (\$40) every 2 years.

Dental - Coverage continues to be based on current year's ODA fee schedule.

Continuation of Benefits - Employer continues to share premium costs for up to 18 (12) months for employee in receipt of WCB or LTD benefits and 50% of premiums for employee on extended maternity leave (new).

Meal Allowance: \$8 (\$6) for employee working 10 consecutive hours.

Mileage Allowance: 24¢ (21.5¢) per kilometre.

Job Security: Employer will not fill full-time vacancy with part-time employees providing work remains available to fill the positions on a full time basis (new).

Aid Joint Committee (new): Employer pays salaries and travel for up to 5 bargaining unit members on the Employee Relations Committee.

TOBACCO PRODUCTS

Nasco Limited, Imperial Leaf Tobacco Division at Aylmer - Local 10, Energy and Chemical Workers (CLC): A 24-month renewal agreement effective from November 1, 1989 to October 31, 1991, covering 400 employees, settled at the bargaining stage. Duration of negotiations - 1 1/2 months.

Wages:	Effective	Nov. 1/89	Nov. 1/90
	General Increases	80¢	80¢
	Additional Adjustments	5¢-10¢ for certain classifications	
	Labour Group 2 (includes Paper Press Attendant)	\$13.55 (\$12.75)	\$14.35
	Labour Group 10 (Control Room Operator)	\$14.22 (\$13.42)	\$15.02

Accumulation Pay: 14% for 3,000 or more accumulated days worked (new).

TEXTILE

Dominion Textile Inc., Long Sault Fabrics Plant at Long Sault - Local 468, United Textile Workers (AFL-CIO/CLC): A 34-month renewal agreement effective from November 29, 1989 to October 3, 1992, with wages retroactive to October 1, 1989, covering 475 employees, settled at the bargaining stage. Duration of negotiations - 4 months.

Wages:	Effective	Oct. 1/89	Sept. 30/90	Sept. 29/91
	General Increases	4.8%	4.9%	5.1%
	Skilled Trades Adjustments	10¢-\$1.25 depending on classification		
	Yard & Warehouse Labourer	\$9.53 (\$9.09)	\$9.99	\$10.50
	Electrical Technician Senior 2	\$15.04 (\$13.155)	\$15.78	\$16.58

Electrical Technician Senior 1 (new)	\$16.04	\$16.83	\$17.68
Hours of Work:	<u>12-Hour Shift (new):</u> 8 a.m. to 8 p.m. and 8 p.m. to 8 a.m. for designated classifications.		
Shift Premium:	23¢ for 12-hour shift employees between 8 p.m. to 8 a.m. (new).		
Reporting Pay:	Minimum 6 hours' pay at the regular rate for 12-hour shift employees reporting for work without being notified in advance that no work is available (new).		
Trades Certificate Premium (new):	50¢ per hour for trades with a Provincial licence or certificate.		
Vacation Pay:	Effective October 1, 1989, 10.5% (10%) after 20 years of service and 11% (10.5%) after 25. Effective September 30, 1990, 9% (8.5%) after 15, 11% after 20 and 11.5% after 25. Effective September 29, 1991, 8.5% (7.5%) after 12 and 9.5% after 15.		
Bereavement Leave:	1 day's paid leave upon death of grandchild (new).		
Safety Shoe Allowance:	Maximum \$60 (\$50) per year.		

#### FURNITURE AND FIXTURE

Deilcraft Furniture Co. Ltd. at Kitchener - Local 2345, Electrical Workers (IBEW)  
(AFL-CIO/CFL): A 12-month renewal agreement effective from October 1, 1989 to September 30, 1990, covering 242 employees, settled with mediation assistance. Duration of negotiations - 5 months.

Wages:	Effective	<u>Oct. 1/89</u>
	Increases	15¢ for incentive employees and 15¢ plus 4% for non-incentive employees
	COLA Fold-in	5¢
	Additional Adjustments	\$1.10 per hour for certain classifications
<u>Non-Incentive Rates</u>		
Grade 4 (1-3) (includes General Labourer)		\$8.63-\$9.04 (\$8.10-\$8.49)
Grade 13 (includes Lumber Grader)		\$11.50-\$12.24 (\$10.86-\$11.57)

Grade 16 Electrician  
(new)

\$14.98-\$16.59

- OLA: 1¢ per 0.175 point change in the CPI - 1981=100, using the August 1989 index as the base. Adjusted quarterly. Triggered at 35¢ (30¢). (Basic formula is unchanged.)
- hours of Work Continuous 5-shift Operation.
- Computer Numeric Control Operators) (new): Weekday Shift - Three 8-hour shifts Monday to Friday.  
Weekend Shift - Two 12-hour shifts on Saturday and Sunday payable at one and two-third times the regular rate.
- Shift premium: 29¢-36¢-41¢ (unchanged) and 0¢-50¢-75¢ for Computer Numeric Control Operator (new).
- Reporting Pay: Minimum 4 hours' pay at one and two-third times the regular rate for employee on weekend 12-hour shifts (new).
- Mid Rest Period: Two 15-minute rest periods for employee on 10-hour shift and three 10-minute periods for employee on 12-hour shift (new).
- Overtime Pay: Night Shift Employees - Time and one-half for work in excess of 10 hours in any continuous 24-hour period and double time for work in excess of 14 hours in any continuous 24-hour period (new).  
Time and one-half on a Friday shift and double time after 5 hours worked (new).  
Weekend Shift Employees - Time and one-half for the first 5 hours and double time thereafter for work on the weekday shift. Double time for work on the weekend shift.  
Weekday Shift Employees - Double time for work on the weekend shift.
- Health and Welfare: Vision - Maximum claim is \$95 (\$90) every 2 years.  
Dental - Coverage is based on 1987 (1986) ODA fee schedule.  
Major Medical - Coverage is extended to dependent full-time students aged 21 to 25.  
Continuation of Benefits - Benefit coverage continues for employee in receipt of temporary disability coverage extended under the Workers' Compensation Act or Weekly Indemnity (new).
- Safety Shoe Allowance: Employer contributes half of the cost to a maximum of \$50 (\$37) per year.
- Safety Prescription Glasses: Maximum \$95 (\$80) every 2 years.

PAPER AND ALLIED

Kimberly-Clark of Canada Limited at Etobicoke and St. Catharines, Ontario, and St. Hyacinthe, Quebec - Locals 307 and 289, Canadian Paperworkers (CLC):  
Three 36-month renewal agreements\* effective from May 1, 1989 to April 30, 1992, covering 480 Ontario employees, settled at the post mediation bargaining stage. Duration of negotiations - 4 1/2 months.

\* Previously, 4 collective agreements, including St. John, New Brunswick.

Wages:	Effective	May 1/89	May 1/90	May 1/91
Increases		4%	15¢ for Etobicoke and 5¢ for St. Catharines	15¢ for Etobicoke and 5¢ for St. Catharines
COLA Fold-in				\$1.06
Additional Adjustment		16¢ for Utilityman		
Skilled Trades Adjustment		25¢	10¢	10¢
<u>Etobicoke Plant</u>				
Labourer		\$13.28 (\$12.77)	\$13.43	\$14.64
Tradesman		\$16.23 (\$15.37)	\$16.48	\$17.79

COLA: 1¢ per 0.11 point change in the CPI - 1981=100 using the December 1989 index as the base. Adjusted quarterly. To be folded into wages on May 1, 1991. (Basic formula is unchanged.)

Hours of Work (Etobicoke Employees): Continuous 12-hour Shift (new) - 7:00 a.m. to 7:00 p.m. and 7:00 p.m. to 7:00 a.m.

Shift Premium (Etobicoke Employees): 5-Day Operation - 0-40¢-55¢ (0-39¢-54¢). Effective May 1, 1990, 0-41¢-56¢. Effective May 1, 1991, 0-42¢-57¢. 30¢ per hour for all hours worked in the week for employee required to work at least one 12-hour shift and time and one-half if schedule is changed after 3:00 p.m. on Friday requiring the employee to relieve a 12-hour shift employee (new).

Continuous 12-Hour Shift (new) - 64¢ per hour for work on the night shift. Effective May 1, 1990 and 1991, 65¢ and 66¢ respectively.

vertime Pay: Continuous 12-Hour Shift (new) - Time and one-half for all scheduled work between 7:00 a.m. on Sunday and 7:00 p.m. on Monday, double time after 12 hours on Sunday and on a paid holiday.

ll-In Pay: Continuous 12-Hour Shift (new) - Time and one-half for all hours worked to a maximum of 12 hours and double time thereafter.

id  
lief/Lunch  
riods  
tobicoke  
ployees): Two 10-minute paid relief periods and two 20-minute paid lunch periods for continuous 12-hour shift employee (new).

porting  
lowance  
tobicoke  
ployees): Minimum 6 hours at straight time rate for 12-hour shift employees (new).

id Clean up  
me (St.  
Catharines  
ployees): 10 minutes at the end of shift.

id Holidays  
t. Catharines  
ployees): New employees will be entitled to float holidays on the following schedule: 1 after 30 days, 2 after 60, 3 after 90, 4 after 120, 5 after 150. (Previously, after 90 days probation.)

alth and  
fare: Life Insurance - Effective May 1, 1991, employer pays premium costs for the first \$15,000 (\$10,000) of coverage.

Weekly Indemnity - Effective December 1989, maximum benefit is \$370 (\$355) per week. Effective May 1, 1990 and 1991, \$380 and \$390 respectively.

LTD - Effective December 1989, maximum benefit is \$1,590 (\$1,575). Effective May 1, 1991, \$1,600 at Etobicoke and \$1,700 at St. Catharines.

Vision - Effective December 1989, maximum claim is \$75 (\$65) every 24 months. Effective May 1, 1991, \$85.

Dental - Coverage is based on 1988 (1987) ODA fee schedule. Effective May 1, 1990 and 1991, 1989 and 1990 ODA fee schedules respectively. Effective May 1, 1991, \$2,000 (\$1,200) Rider 3 maximum.

Continuation of Benefits - Employer continues to share premium costs for employee on Weekly Indemnity or LTD. Employer pays life insurance premiums to age 65 for early retiree.

ension Plan: Basic Benefit (St. Catharines) - Effective November 2, 1989, \$16 (\$14) per month per year of service. Effective May 1, 1990 and 1991, \$20 and \$25 respectively.

Early Retirement (new) - Effective May 1, 1991, employee aged 58 with 30 years of service may retire with accrued entitlement.

Supplementary Payments (new) - Effective May 1, 1991, \$300 per month for employee aged 58 with 30 years service to age 65. Effective May 1, 1992, \$400.

Safety Shoe Allowance: Maximum \$65 (\$50) per year. Effective May 1, 1991, \$70.

Meal Allowance (Day & Shift Workers): Effective May 1, 1990, \$6 (\$5) after 2 hours of overtime. Effective May 1, 1991, \$6.50.

Tool Allowance: Maximum \$150 (\$80) per year.

Job Security (Etobicoke Employees): Employee receives higher rate for up to 4 (2) weeks when reassigned to a lower classification.

Employee with 2 (5) years of seniority maintains current rate when assigned to a lower classification due to technological change.

## PRIMARY METAL

Ferrum Inc., Sonco Steel Tube Division, Holtby Ave., Van Kirk Dr., and Invader Crescent\* plants at Brampton and Mississauga - Local 7536, United Steelworkers (AFL-CIO/CLC): Three 36-month renewal agreements effective from October 1, 1989 \*\* to September 30, 1992, covering 320 employees, settled with mediation assistance. Duration of negotiations - 3 months.

\* Previously G.K.L. Industries Ltd.

\*\* Previous agreement expired October 30, 1989, for Invader Crescent Plant.

Wages:	Effective General Increases	Oct. 1/89 6%	Oct. 1/90 5%	Oct. 1/91 5%
	Skilled Trades Adjustment	\$1 for Licensed Tradesman		

### Holtby Ave. and Van Kirk Dr. Plants

Labourer	\$14.60 (\$13.77)	\$15.33	\$16.10
Licensed Tradesman	\$18.39 (\$16.35)	\$19.31	\$20.28

Additional Adjustments - Invader Crescent Plant - 25¢ for Labour groups 1 and 2, and 75¢ for Labour groups 3, 4, 5 and 6 on October 1, and April 1 in each year until parity is reached with Holtby Avenue and Van Kirk Drive Plants.

Student Rate - \$8 (\$7) per hour. Effective October 1, 1990, \$9.

Previous rates reflect 14¢ COLA folded into wages during the previous agreement.

LA: 1¢ per 0.6 point change in the CPI - 1961=100 using October 1989 as base. Triggered at 6% in the first contract year and 5% in the second and third years. Capped at 45¢ (15¢). (Basic formula is unchanged. Formula did not trigger.)

Lift Premium: 0-32¢-43¢ (0-30¢-40¢). Effective October 1, 1990, 0-32¢-45¢.

Paid Vacation: 4 weeks after 10 (12) years of service.

Leave:

Up to 5 (3) days' paid leave upon death of spouse.

Health and Welfare: Life Insurance and A.D. & D. - Benefit is \$16,000 (\$14,000). Effective October 1, 1990, \$18,000.

LTD (new) - Effective October 1, 1990, employer pays 100% of the premium costs. Benefit is 60% of regular earnings to a maximum \$1,000 per month, payable after 52 weeks of disability, for a maximum of 2 years.

Dental - Effective October 1, 1991, Green Shield Riders 2 and 3 are added with \$25 deductible; maximum lifetime claim is \$750 for dentures and \$2,000 for orthodontics with a 50%-50% coinsurance (new). Coverage continues to be based on the current year's ODA fee schedule.

Retirement Plan: Employer Contribution - 45¢ (40¢) per hour worked for up to 2,000 hours per year per employee. Effective October 1, 1990, 50¢. Effective October 1, 1991, 55¢.

Relocation Allowance: \$5 (\$4). Effective October 1, 1990, \$6.

Educational Allowance: Employer contributes \$1,200 (\$1,000) per year to the Union Educational Fund.

Safety Shoe Allowance: \$55 (\$45) per year.

Termination Pay: 1 week's pay per year of service to a maximum of 26 weeks for employee laid off due to plant closure. Eligibility is 3 years of service (new).

Danced Monobloc Inc., previously Advanced Extrusions Inc. at Penetanguishene - Local 104, Canadian Steelworkers (CNFIU): A 31-month renewal agreement effective from October 2, 1989 to May 2, 1992, covering 200 employees, settled at the conciliation officer stage. Duration of negotiations - 3-1/2 months.

	Effective	Oct. 2/89	Oct. 2/90	Oct. 2/91
General Increases		75¢	60¢	30¢

General Labour	\$8.80-\$9.21 (\$8.05-\$8.46)	\$9.40-\$9.81	\$9.70-\$10.11
Electrician	\$15.28-\$15.93 (\$14.53-\$15.18)	\$15.88-\$16.53	\$16.18-\$16.83

Maximum rates are reached after 1 year.

COLA: 1% per 1% increase in the CPI - 1971=100, above the September 1989 index. Triggered at 6.31% (7%). Adjusted annually. (Basic formula is unchanged. Formula did not trigger.)

Shift Premium: 0-45¢-50¢ (0-35¢-41¢).

Area Coordinator Premium: 75¢ per hour worked. (Previously, 50¢ for lead hand.)

Paid Vacation: 4 weeks after 12 (13) years of service, 5 weeks after 20 (new).

Bereavement Leave: 3 days' paid leave upon death of grandchild (new).

Health and Welfare: Life Insurance and AD & D - Benefit is \$15,000 (\$12,000).

Dental - Coverage continues to be based on current year's ODA fee schedule. Effective January 1, 1990, Blue Cross Rider #1 is added.

Continuation of Benefits-Maternity Leave (new) - Employer continues to share premium costs for health and welfare benefits for up to 17 weeks.

Meal Allowance (new): \$5 after 4 hours of overtime, if no prior notice given.

Safety Shoe Allowance (new): Maximum \$40 per year.

## MACHINERY

John Deere Limited, Welland Works at Welland - Local 275, Canadian Auto Workers (CLC) (production and maintenance employees): A 34-1/2 month first agreement effective from November 13, 1989 to September 30, 1992, covering 590\* employees, settled at bargaining stage. Duration of negotiations - 2 months.

\* Includes 80 employees currently on lay-off status.

Wages: No increase in Rates that were in effect at the expiry of the previous agreement.

## Hourly Employees

Labour Grade 10 (includes Labourer)	\$12.53-\$13.84*
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Labour Grade 1 \$17.015-\$19.00\*  
(includes Tool  
& Die Maker)

Maximum rate for Tool and Die Maker is reached on merit and for Labourer after 3 months.

\* Rates shown include a 7.7 percent COLA fold-in made October 1, 1989. (See COLA below.)

LA: 7.895% was generated under a previous arrangement leaving 0.195% to float.

0.039% per 0.1 point change in the CPI - 1981=100, using the average of the May, June and July 1989 index as the base. Adjusted quarterly. (Previously 0.042% per 0.23 point change in the CPI - 1971=100. It generated 7.895%, 0.195% remaining as a float following October 2, 1989, fold-in.)

productivity plus: 22¢ per hour worked. Effective October 1, 1990 and October 1, 1991, 34¢ and 44¢.

come Security benefit: Employee receives the difference between the regular rate and the lower rate for a maximum of 104 weeks when re-assigned to a lower classification. Eligibility is 1 year of seniority.

hours of Work: 8 hours per day, 40 hours per week.

ertime Pay: Time and one-half for all hours in excess of 8 hours per day or 40 hours per week.

Time and one-half for the first day worked and double time for 2nd day on scheduled days off.

Double time for all hours worked in addition to 8 hours holiday pay, for work on a paid holiday.

Time and one-half for all hours worked on a Saturday and double time on a Sunday.

iday Premium: Time and one-quarter for work scheduled on a Sunday.

ft premium: 0-48.6¢-72.2¢.

ad Meal period: A 20 minute paid lunch period for employees on continuous shift operation.

ad Rest periods: Two 10-minute rest periods per shift.

ad Clean-up period: 10 minutes prior to end of shift for clean-up and 5 minutes for personal wash-up.

orting Pay: Minimum 4 hours' pay at straight time.

al In Pay: Minimum 4 hours' at overtime rate if worked and straight time if unworked.

Paid Holidays:	New Year's Day, Good Friday, Victoria Day, Canada Day, Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Eve, Christmas Day, Boxing Day, and New Year's Eve are recognized for a total of 12 days. Plus 2 days during the Christmas shutdown.
Paid Vacation:	1 week after 6 months of service, 2 after 1 year, 3 after 5, 3.5 after 10, 4 after 15, and 5 after 20.
Vacation Bonus:	\$100 per employee with 6 months of continuous service as of May 1 of the current vacation year.
Jury Duty Leave:	Employee receives the difference between regular salary and witness or jury pay.
Bereavement Leave:	3 days' paid leave upon death of grandparent, grandchild, parent, parent-in-law, brother, sister, spouse, child, son/daughter-in-law, stepchild, stepparent, stepbrother, stepsister, and spouse's sister, brother and grandparents or other relative residing with employee.
Paid Personal Leave:	6 days' paid leave or pay in lieu for unused time for employee with one year of continuous service.
Health and Welfare:	Employer pays 100% of the premiums for the following benefits unless stated otherwise:  <u>Life Insurance</u> - Maximum wage-related benefit is \$38,300 for employee with 1 year of service and \$10,000 for employee with less than 1 year. <u>AD &amp; D</u> - Maximum wage-related benefit is \$37,300 for employee with 1 year of service and \$9,000 for employee with less than 1 year.  <u>Weekly Indemnity</u> - Maximum wage-related benefit is \$425 (\$389) payable on a 1-1-8-52 basis.  <u>LTD</u> - Maximum monthly benefit is \$1,650 (\$1,500) until recovery, death, or retirement but not to exceed length of service minus one year. If benefit is exhausted before age 65, and employee is not eligible to retire, face value of life insurance is paid out in equal monthly instalments.  <u>Major Medical</u> - Includes semi-private hospitalization, durable medical equipment, ambulance and other services.  <u>Drugs</u> - Annual deductibles are \$10 for single coverage and \$20 for family coverage.  <u>Vision</u> - Maximum claim is \$20.60 for frames, \$14.50 for each single-vision lens, \$21.75 for each bifocal lens and \$29 for each trifocal lenses every 2 years.  <u>Hearing</u> - Maximum claim is \$350 every 3 years.  <u>Dental</u> - Coverage is based on the current year's ODA fee schedule. Maximum annual claim is \$1,000 for dentures, crowns and bridges with 50%-50% co-insurance. Maximum lifetime claim for orthodontic services is \$800 with 50%-50% co-insurance. Full reimbursement for preventative and basic care including rebasing of dentures.

sion Plan:

Basic Benefit - \$26.50 (\$22) per month per year of service. Effective October 1, 1990, and 1991, \$27.90 and \$29.30 respectively. Alternate formula provides benefit based on best 60 months, whichever is higher.

Early Retirement - Employee with 30 years of service may retire with a guaranteed minimum pension of \$1,500 per month until age 62 (new). Effective 1990 and 1991, \$1,600 and \$1,700 respectively.

Retirement Bonus - \$3,760-\$5,008 per employee with 30 years of service depending on wages.

id Union

resentation:

Maximum 4 hours per day for up to 5 days per week for plant chairperson and maximum 1 hour per day for up to 5 days per week for committee person processing grievances.

Fety Shoe  
owance:

Maximum \$40 per year. Effective October 1, 1990 and 1991, \$45 and \$50 respectively.

Security:

Employer will provide training in the event of technological change and union will be advised as far as possible in advance of plant closure (new).

## INSPORTATION EQUIPMENT

onnell Douglas of Canada Ltd. at Mississauga - Locals 673 and 1967, Canadian Auto Workers (CLC) (production and office employees): Two 36-month renewal agreements effective from October 21, 1989 to October 23, 1992, covering 3,940 employees, settled during a work stoppage. Duration of negotiations - 3 months.

es:

	<u>Effective</u>	<u>Oct. 21/89</u>	<u>Oct. 20/90</u>	<u>Oct. 19/91</u>
General Increases		3%	3%	3%
Additional Adjustments	3% for all employees	9¢-23¢ per hour for certain production employees and 59¢-\$12.41 per week for certain office employees	11¢-22¢ per hour for certain production employees and 59¢-\$12.41 per week for certain office employees	
COLA Fold-in	\$1.52 per hour for production employees and \$57 per week for office employees			

Production Employees

Hourly Rates

Group 3 (includes Equipment Operator)	\$16.06 (\$13.71)	\$16.74	\$17.43
Group 12 (includes Electronic Electrician)	\$20.09 (\$17.50)	\$20.69	\$21.31

Office Employees

Weekly Rates

Group 1 Mail Clerk	\$535.94-\$550.64 (\$451.44-\$465.29)	\$561.08-\$576.22	\$586.96-\$602.56
Group 12 Structural (includes Assembly Planner "A")	\$785.47-\$805.76 (\$686.64-\$705.77)	\$809.03-\$829.93	\$833.30-\$854.83

Maximum rates for Mail Clerk and Structural Assembly Planner are reached after 18 months.

COLA: 1¢ per 0.3 point change in the CPI - 1971=100. Adjusted quarterly.  
(Basic formula is unchanged.)

Shift Premium: 0-50¢-50¢ (0-27¢-32¢).

Paid Vacation: 3 weeks after 4 years of service, 4 after 12 and 5 after 20.  
(Previously, 2 1/2 after 4, 3 after 8, 3 1/2 after 12, 4 after 15 and 4 1/2 after 20.)

Health and Welfare: The following benefits are effective January 1, 1990, unless stated otherwise.

Life Insurance - Maximum benefit is \$22,000 (\$18,000).

A.D. & D. - Maximum benefit is \$11,000 (\$9,000).

Weekly Indemnity - Benefit is UIC maximum payable on a 1-1-4-52 (1-5-52) basis. (Previously, UIC maximum for 15 weeks and 37 weeks of wage related benefit.)

Major Medical:

Nursing Home Care (new) - Coverage includes cost of semi-private over standard room in a nursing home or a home for the aged.

Palliative Care - Maximum lifetime coverage is \$7,500 (\$5,000).

LTD - Maximum benefit is \$1,025 (\$600) per month with a maximum CPP offset of \$435 per month (unchanged).

Vision - Maximum claim is \$30 for single vision, \$35 for bifocals and \$40 for contacts every 2 years. (Previously, once during 3 year term of agreement.)

Dental - Coverage continues to be based on the previous year's ODA fee schedule.

Transition/Bridging Survivor Benefit - \$400 (\$300) per month for survivor without dependents and \$425 (\$325) for survivor with dependents.

Basic Benefit - \$27 (\$23) per month per year of service.

Supplementary Early Retirement Benefit - \$16.50 (\$14.50) per month per year of service, maximum 30 (25) years.

Current Retirees - \$18-\$24 (\$10.50-\$23) per month per year of service depending on year of retirement.

Special Allowance - Deleted. (Previously, \$75 per month for employee retiring at age 55 or older with 30 years' service.)

Employer contributes 2¢ (1¢) per hour worked.

id Education  
ave:

in Automotive of Canada Ltd. at Concord - Local 8341, United Steelworkers (AFL-CIO/CLC): A 24-month renewal agreement effective from October 29, 1989 to October 28, 1991, covering 220 employees, settled at the conciliation officer stage. Duration of negotiations - 1 month.

	<u>Effective</u>	<u>Oct. 29/89</u>	<u>Oct. 29/90</u>
General Increases		7%	6%
Additional Adjustments	10¢ for Fork Lift Operator and 55¢ for Layout and Gage Inspector prior to general increase		
Skilled Trades Adjustments	\$1 for Tool Room Machinist, Maintenance Mechanic and Electrician and \$2.33 for Tool Maker and Electro-mechanical Technician prior to general increase		
General Help and Machine Operator	\$12.42 (\$11.61)		\$13.17
Tool Maker	\$18.19 (\$14.67)		\$19.28

Bereavement Leave: Up to 3 days' paid leave to attend funeral upon death of step-child/parent, half brother/sister, spouses's grandparent and daughter/son-in-law (new).

Call Back Pay: Minimum 4 hours pay at time and one-half. (Previously straight time.)

Paid Sick Leave: Injured employee will be paid for the full day. (Previously paid only if no Workers' Compensation pay.) Transportation provided if necessary (new).

Health and Welfare: Life Insurance - Benefit is \$16,000 (\$15,000). Effective October 29, 1990, \$17,000.

Weekly Indemnity - Benefit is 66 2/3% of normal earnings to the current UIC maximum. (Previously, maximum \$200 per week or UIC maximum whichever is greater.)

Pension Plan: Employer contributions - 28¢ (26¢) per hour worked to jointly administered plan. Effective October 29, 1990, 30¢.

Education Fund (new): Employer contributes \$1,000 in each year of the agreement.

Safety Prescription Glasses: Employer pays 100% of cost. (Previously, only for replacement if broken on the job.)

Safety Shoe Allowance: \$65 (\$55) per year.

Safety Committee Leave: Up to 8 hours paid per month for 2 union representatives (new).

Employee Assistance Plan: Employer donates \$1,500 (\$1,000) to the Lifeline Foundation prior to July 1, in each year of the agreement.

Contracting Out (new): Company will discuss intentions regarding contracting out with union and give due consideration to union suggestions.

SKD Company, Amherstburg Division, at Amherstburg - Local 89, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from December 5, 1989 to December 4, 1992, covering 450 employees,\* settled at the post conciliation bargaining stage. Duration of negotiations - 4 1/2 months.

\* Includes 325 employees currently on lay-off status.

Wages:	Effective	<u>Dec. 5/89</u>	<u>Dec. 5/90</u>	<u>Dec. 5/91</u>
	General Increases	10¢	10¢	10¢
	COLA Fold-in	\$1.63		

Skilled Trades Adjustments	5¢	5¢	5¢
Grade 16	\$16.36-\$16.56	\$16.46-\$16.66	\$16.56-
\$16.76 (includes General Help)	(\$14.63-\$14.83)		
Grade 1	\$18.64-\$18.84	\$18.79-\$18.99	\$18.94-
\$19.14 (Tool & Die Designer)	(\$16.86-\$17.06)		

Maximum rates are reached after 6 months.

LA:

1¢ per 0.1264 change in the CPI - 1981=100, using the August 1989 index as the base. Adjusted quarterly. (Previously, 1¢ per 0.3 point change in the CPI - 1971=100.)

Holiday Pay  
aid-off  
ployees):

Employee laid off after November 17, 1989 is entitled to Christmas Holiday pay (new).

Health and  
Welfare:

Life Insurance for Retirees - Benefit is \$6,000 (\$5,000).

Weekly Indemnity - Benefit is \$363 (\$360) or UIC maximum whichever is greater.

Vision - Maximum claim is \$120 (\$80) every 2 years.

Dental - Maximum lifetime orthodontic claim is \$1,250 (\$1,000). Coverage continues to be based on current year's ODA fee schedule.

nision:

Basic Benefit - Effective December 5, 1989, \$21 (\$20) per month per year of past and future service. Effective December 5, 1990 and 1991, \$22 and \$24 respectively.

Early Retirement - Effective December 5, 1989, employee aged 55 with 30 years of service may retire with accrued entitlement.

#### N-METALLIC MINERAL PRODUCTS

Glass of Canada Limited, at Lindsay - Local 2225, Canadian Auto Workers (CLC): A 36-month renewal agreement effective from October 2, 1989 to October 1, 1992, covering 416 employees, settled during a work stoppage. Duration of negotiations - 2-1/2 months.

ges:

Effective	Nov. 24/89	Oct. 1/90	Oct. 1/91
General Increases	95¢	55¢	70¢
Skilled Trades Adjustments	30¢	20¢	20¢

Additional Adjustments	50¢ for certain classifications		
Level 1 (includes Process Worker)	\$9.50-\$10.00 (\$8.55-\$9.05)	\$10.05-\$10.55	\$10.75-\$11.25
Level IV Journeyman	\$15.28 (\$14.03)	\$16.03	\$16.93

Maximum rate for Process Worker is reached after 181 working days.

Shift Premium: Effective October 1, 1990, 0-35¢-40¢ (0-30¢-35¢). Effective October 1, 1991 0-35¢-45¢.

Health and Welfare: Life Insurance and A.D. & D. - Benefit is \$21,000 (\$19,000). Effective October 1, 1990 and 1991, \$22,000 and \$24,000 respectively.

LTD (new) - Effective October 1, 1991, employer pays 100% of premium costs. Benefit is 50% of regular wages.

Drugs - Deductibles are eliminated. (Previously, 35¢ per prescription.)

Vision (new) - Effective October 1, 1990, maximum claim is \$120 every 2 years or every 12 months if new prescription.

Dental - Coverage continues to be based on the current year's ODA fee schedule. Effective October 1, 1991, dentures, crowns and bridges are added on a 50%-50% coinsurance basis with a maximum annual claim of \$1,500 (new).

Pension Plan: Effective January 1, 1990, defined benefit plan is introduced providing \$20 per month per year of future service. (Previously, employer contributed an amount equal to 2% of employee earnings to a Deferred Pension Savings Plan.)

Safety Shoe Allowance: Effective January 1, 1990, \$60 (\$45) per year.

Tool Allowance (Tradesmen): \$200 (\$100) per year.

#### COMMUNICATION

Canada Post Corporation, system-wide - Professional Institute (Ind.) (computer systems group employees): An 18-month renewal agreement effective from July 24, 1989 to January 20, 1991, covering 270 Ontario employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>July 24/89</u>	<u>July 23/90</u>
	General Increase	3.5%	

Additional Adjustments		Restructuring of wage schedule and incremental structure - CS-5 deleted
CS-1	\$30,945-\$37,241 (\$29,899-\$35,982)	\$31,356-\$38,544
CS-4	\$50,509-\$60,371 (\$48,801-\$58,329)	\$50,831-\$62,484

alh and  
lfare: Dental - Effective January 1, 1990, coverage is based on the 1988 ODA fee schedule. Effective January 1, 1991, the 1989 ODA fee schedule.

#### UCATION AND RELATED SERVICES

ant County Board of Education at Brantford - Ontario Secondary School Teachers' Federation (Ind.): A 12-month renewal agreement effective from September 1, 1989 to August 31, 1990, covering 402 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 6 1/2 months.

ges:	Effective	Sept. 1/89	Dec. 1/89
	General Increases	5.5%	0.5%
	Teacher-Category 1 0-10 years	\$25,854-\$44,084 (\$24,506-\$41,786)	\$25,983-\$44,304
	Teacher-Category 4 0-11 years	\$30,726-\$55,889 (\$29,124-\$52,975)	\$30,880-\$56,168
	Vice-Principal 0-3 years	\$61,619-\$66,665 (\$58,407-\$63,190)	\$61,927-\$66,998
	Principal 0-3 years	\$69,463-\$75,283 (\$65,842-\$71,358)	\$69,810-\$75,659

ntinuing  
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ponsibility  
lowances:

Increased in accordance with the general salary increases.

sated  
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lowance:

\$325 (\$270) per year of experience to a maximum of 10 years.

alth and  
fare: Dental - Effective December 1, 1989, 50%-50% co-insurance for caps, crowns and dentures with a maximum annual claim of \$2,000 per family member (new). Coverage continues to be updated on January 1 to the previous year's ODA fee schedule.

ference Fund: \$40,135 for the 1990 calendar year. (Previously, \$37,850 for the 1989 calendar year.)

Carleton Board of Education at Nepean - Federation of Women Teachers' Associations of Ontario (Ind.) and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 1,700 employees, settled at the post mediation bargaining stage. Duration of negotiations - 9 months.

Wages:	Effective	<u>Sept. 1/89</u>	<u>Sept. 1/90</u>
	General Increases	5.325%	5.75%
	Teacher-Level D 0-6 years	\$21,398-\$28,572 (\$20,316-\$27,127)	\$22,628-\$30,215
	Teacher-Level A1 0-10 years	\$28,991-\$46,320 (\$27,525-\$43,978)	\$30,658-\$48,983
	Teacher-Level A4 0-10 years	\$33,029-\$56,191 (\$31,359-\$53,350)	\$34,928-\$59,422
	Principal 0-3 years	\$62,955-\$67,925 (\$59,772-\$64,491)	\$66,575-\$71,831
	Annual Responsibility Allowances: Increased in accordance with general salary increases.		
Health and Welfare:	Dental - Coverage continues to be based on the previous year's ODA fee schedule. Maximum annual claim is \$1,200 (\$1,100) per family member for basic and major restorative services. Effective September 1, 1990, \$1,300 for major restorative services.		

Durham Board of Education at Oshawa - Federation of Women Teachers' Associations of Ontario (Ind.) and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 2,000 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

Wages:	Effective	<u>Sept. 1/89</u>	<u>Jan. 1/90</u>
	Increases	6% for Teachers and 6% plus \$2,000 for Principals	
	Additional Adjustments		\$300 for Category D and C maximum salaries
	Teacher-Category D 0-11 years	\$20,886-\$29,362 (\$19,704-\$27,700)	\$20,886-\$29,662
	Teacher-Category A1 0-11 years	\$27,474-\$45,534 (\$25,919-\$42,957)	\$27,474-\$45,534

**Teacher-Category A4**      \$32,124-\$56,838      \$32,124-\$56,838  
**0-11 years**                (\$30,306-\$53,621)

**Principal** \$65,070-\$70,370 \$65,070-\$70,370  
**0-4 years** (\$59,500-\$64,500)

**Effective** Sept. 1/90

**General Increase** 6%

#### **Additional Adjustments**

Teacher-Category D \$22,139-\$31,442

**Teacher-Category A1** \$29,122-\$48,266

**Teacher-Category A4** \$34,051-\$60,248

**Principal  
0-4 years** \$68,974-\$74,592

Effective Sept. 1/89 Sept. 1/90

Masters Degree \$530 (\$500) \$560

**Maternity/option leave:** Benefit is 95% of weekly wage for the 2-week waiting period (new).

Life Insurance - Effective January 1, 1990, maximum benefit is \$225,000 (\$195,000).

Dental - Effective January 1, 1990, coverage is based on the 1989 (1988) ODA fee schedule. Effective January 1, 1991, the 1990 ODA fee schedule.

on County Board of Education at Clinton - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 272 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 8 1/2 months.

**Effective** Sept. 1/89 Sept. 1/90

**Increases** 5.34% for Teachers  
and 5.8% for Principals  
and Vice-Principals

Teacher-Category 1 0-10 years	\$25,808-\$44,137 (\$24,500-\$41,900)
Teacher-Category IV 0-10 years	\$30,970-\$55,830 (\$29,400-\$53,000)
Vice-Principal 0-2 years	\$60,636-\$65,448 (\$57,312-\$61,860)
Principal 0-2 years	\$68,193-\$74,177 (\$64,455-\$70,111)

\* Increase to equal the percentage increase in the CPI - 1981=100 from April 1989 to April 1990 plus 1% and an additional \$100 for Principal and \$200 Vice-Principal.

Annual Responsibility Allowances:	Increased by 4%. Effective September 1, 1990, increased in accordance with the conditional wage increase.
Related Work Experience Allowances:	Eligibility is 6 to 12 months in any 18 month period for 1 year of experience. (Previously, 18 month period not stipulated.)
Summer and Night School:	\$23 (\$21) per hour for Branch Affiliate Member, \$3,363 (\$3,193) for Summer School Principal and \$1,085 (\$1,030) plus \$3.41 (\$3.24) per student registration for Night School Principal. Effective September 1, 1990, increased in accordance with conditional wage increase.
Health and Welfare:	<u>Dental</u> - Effective April 1, 1990, employer pays 100% of the premiums costs for a plan equivalent to Blue Cross Plan #9. Coverage is based on the 1988 ODA fee schedule. (Previously, employee paid.)

Kent County Board of Education at Chatham - Federation of Women Teachers' Associations of Ontario (Ind.) and Ontario Public School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 565 employees, settled at the bargaining stage. Duration of negotiations - 7 months.

Wages:	Effective	Sept. 1/89	Sept. 1/90
	Increases	5.9%-6.2%	5.5%*
	Teacher-Category 1 0-5 years	\$20,106-\$28,016 (\$18,986-\$26,454)	\$21,212-\$29,557
	Teacher-Category 4 0-10 years	\$26,188-\$44,358 (\$24,662-\$41,887)	\$27,628-\$46,798
	Teacher-Category 7 0-11 years	\$31,153-\$55,804 (\$29,333-\$52,685)	\$32,869-\$58,873
	Principal 0-2 years	\$62,659-\$67,263 (\$59,168-\$63,516)	\$66,105-\$70,962

\* Conditional wage adjustment if the CPI - 1981=100 for July 1990 is more than 5.5% above the July 1989 index.

Annual Responsibility Allowances:	Teacher acting for Principal	\$1,000 (\$822)	\$1,100
	Vice-Principal and Supervisor	\$4,651 (\$3,892)	\$4,907
	Co-ordinator	\$6,711 (\$5,837)	\$7,080

Annual Master's Degree Allowance:

Annual Doctorate Degree Allowance (new):

Health and Welfare: Life Insurance and AD & D: - Benefit is 3 times basic annual salary to a maximum of \$120,000 (\$90,000).

Dental - Effective January 1, 1990, coverage is based on the 1987 (1986) ODA fee schedule. Effective January 1, 1991, the 1988 ODA fee schedule.

Educational Leave Fund: Employer contributes \$196 (\$185) per teacher.

lakehead Board of Education at Thunder Bay - Local 2486, Canadian Union of Public Employees (CLC) (full-time and part-time employees): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 248 employees, settled at the conciliation officer stage. Duration of negotiations - 8 months.

Wages:	Effective	<u>Jan. 1/89</u>	<u>July 1/89</u>
	General Increases	5%	1%
	Cafeteria	\$9.176 (\$8.739)	\$9.268
	Chief Secondary Custodian	\$14.004-\$14.352 (\$13.337-\$13.669)	\$14.144-\$14.496
	Maintenance A- with trade certificate	\$15.266-\$15.618 (\$14.539-\$14.874)	\$15.419-\$15.774
Effective		<u>Jan. 1/90</u>	<u>July 1/90</u>
	General Increase	5.5%	

Pay Equity Adjustments	\$1.376 for Cafeteria Asst., \$1.023 for Custodian I and Custodian I Lead Hand and 83.2¢ for Cafeteria Manager	\$1.375 for Cafeteria Asst. and 83.1¢ for Cafeteria Manager
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Cafeteria	\$9.777
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Chief Secondary Custodian	\$14.922-\$15.293
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Maintenance A- with trade certificate	\$16.267-\$16.641
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Maximum rates are reached after 2 (3) 6-month increases.

Responsibility Allowance: \$70 (\$62) per month for employee responsible for Churchill Pool.

Shift Premium: 0-40¢-50¢ (0-35¢-40¢). 45¢ (40¢) per hour if working the afternoon shift for 3 or more weeks per month.

Vacation Deferral Bonus Pay (new): One-half day's pay for each week of vacation not taken during July and August to a maximum of one and one-half days.

Paid Vacation: 20 days after 9 (10) years of service, 25 after 16 (17), 26 after 19 (20), 27 after 21 (22), 28 after 23 (24), 29 after 25 (26) and 30 after 27 (28).

Health and Welfare: Dental - Effective January 1, 1990, employer pays 90% (75%) of premium costs. Coverage continues to be based on the current year's ODA fee schedule.

Meal Allowance: \$5 after 2 hours of overtime (new).

Uniform Allowance: \$195 (\$185.24) per year for regular employee and \$100 per year for permanent supply employee (new).

Nipissing Board of Education at North Bay - Federation of Women Teachers' Association of Ontario (Ind.), Ontario Public School Teachers' Federation (Ind.) and Association des Enseignants et des Enseignantes Franco-Ontariens (Ind.): A 24-month renewal agreement effective September 1, 1989 to August 31, 1991, covering 350 employees, settled at the bargaining stage. Duration of negotiations - 6 months.

Wages:	Effective	Sept. 1/89	Sept. 1/90
	General Increases	6.61%	*
	Teacher-Category D 0-5 years	\$21,181-\$27,172 (\$19,868-\$25,487)	

Teacher-Category A1                    \$27,230-\$44,584  
0-11 years                            (\$25,542-\$41,820)

Teacher-Category A4                    \$32,427-\$56,550  
0-11 years                            (\$30,417-\$53,044)

\* Increase to equal the percentage increase in the CPI - 1981=100, from July 1, 1989 to July 1, 1990, plus 0.5% to a maximum of 6.5%.

Responsibility Allowances: Increased in accordance with the general salary increases.

Paid Paternity/ Adoption Leave: 2 weeks at 95% of weekly wage plus an additional 15 weeks at the difference between 95% of weekly wage and UIC benefit (new).

2 (1) days' paid leave for birth or adoption of child. (Previously, 1 day for paternity leave only.)

Paid Preparation Time: Effective September 1, 1990, 130 (100) minutes per week.

Health and Welfare: Dental - Effective November 1, 1989, coverage is based on the 1989 (1988) ODA fee schedule. Effective January 1, 1990 and 1991, the 1990 and 1991 ODA fee schedules respectively.

Vision - Effective November 1, 1989, maximum claim is \$200 (\$120) every 2 years.

Northumberland and Newcastle Board of Education at Cobourg - Ontario Secondary School Teachers' Federation (Ind.): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 540 employees, settled at the bargaining stage. Duration of negotiations - 8 months.

Effective	<u>Sept. 1/89</u>	<u>Feb. 1/90</u>
General Increases	5.5%	1.4%
Teacher-Category 1 0-11 years	\$27,350-\$44,060 (\$25,923-\$41,757)	\$27,730-\$44,670
Teacher-Category 4 0-12 years	(\$31,500-\$55,520 (\$29,861-\$52,625)	\$31,940-\$56,300
Vice-Principal	\$62,710-\$65,470 (\$58,974-\$61,582)	\$63,590-\$66,380
Principal	\$70,990-\$74,420 (\$67,286-\$70,538)	\$71,980-\$75,460
Effective	<u>Sept. 1/90</u>	<u>Feb. 1/91</u>
General Increases	5.25%	1.25%

Teacher-Category 1 0-11 years	\$29,180-\$47,020	\$29,550-\$47,610		
Teacher-Category 4 0-12 years	\$33,620-\$59,260	\$34,040-\$60,000		
Vice-Principal	\$66,930-\$69,870	\$67,770-\$70,740		
Principal	\$75,760-\$79,420	\$76,720-\$80,420		
Annual Responsibility Allowances:	<u>Departments</u> - \$1,750-\$3,500 (\$1,700-\$3,500) depending on number of sections. Effective September 1, 1990, \$1,800-\$3,800.			
	<u>Assistant Heads</u> - \$1,150 (\$1,100) for 30-36 sections, and \$1,750 (\$1,700) for Physical Education Departments and Departments with 37 or more sections. Effective September 1, 1990, \$1,200 and \$1,800 respectively.			
Related Experience Allowance:	\$420 (\$400) per year to a maximum of 8 years.			
Education Leave Fund:	Employer contributes 100% (80%) of Category A4 maximum per year.			
Sick Leave:	<u>Retirement Gratuity</u> - Increased by 20 days per school year to a maximum of 300 (250) days.			
Paid Personal Leave:	Effective September 1, 1990, 2 (1) days' paid leave per year.			
Health and Welfare:	<u>Dental</u> - Coverage continues to be based on current year's ODA fee schedule. Effective January 1, 1990, maximum lifetime claim for orthodontic services is \$1,500 with 70%-30% co-insurance (new).			
	<u>Vision (new)</u> - Effective September 1, 1990, maximum claim is \$120 every 2 years.			
	<u>Continuation of Benefits-Maternity Leave (new)</u> - Effective January 1, 1990, employer continues its share of premium costs for up to 17 weeks. Also, employee continues to earn sick leave credits while on maternity leave (new).			
Pension Plan:	<u>Early Retirement Incentive Plan</u> - Deleted.			
Peterborough-Victoria-Northumberland and Newcastle Roman Catholic Separate School Board at Peterborough - Ontario English Catholic Teachers' Association (Ind):	A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 550 employees, settled at the post fact finder bargaining stage. Duration of negotiations - 7 months.			
Wages:	Effective	Sept. 1/89	Jan. 1/90	Sept. 1/90
	General Increases	5%	.958%	*

Additional Adjustments	Some restructuring of salary grid	Some restructuring of salary grid
Teacher-Level 1 0-7 yrs (0-6 yrs)	\$20,665-\$28,414 (\$19,681-\$26,008)	\$20,863-\$28,689
Teacher-Level 4 0-12 years	\$25,863-\$44,326 (\$24,632-\$42,216)	\$26,111-\$44,756
Teacher-Level 7 0-12 yrs	\$30,034-\$55,549 (\$28,604-\$52,904)	\$30,321-\$56,081

\* Increase to equal the percentage increase in the Ontario CPI - 1981=100 from July 1, 1989 to June 30, 1990.

Annual Responsibility Allowances:

<u>Vice-Principal,</u> <u>Secondary (new)**</u> 0-299 pupils	\$ 8,372	\$ 8,451
300-399 pupils	\$ 9,304	\$ 9,392
400 pupils and up	\$10,235	\$10,333
<u>Principal,</u> <u>Secondary (new)**</u> 0-299 pupils	\$11,332	\$11,440
300-399 pupils	\$12,977	\$13,101
400 pupils and up	\$16,267	\$16,422

Teacher-in-Charge - \$1,190 (\$940) in a school not twinned and with less than 300 pupils and \$1,400 (\$1,149) with Vice-Principal qualifications. Effective January 1, 1990, \$1,202 and \$1,414 respectively.

All other allowances increased in accordance with general salary increases.

\*\* Vice-Principal, Secondary and Principal, Secondary salary now based on placement on the Teacher grid in addition to the above allowances. (Previously, salary was \$60,877-\$62,652 for Vice-Principal and \$63,696-\$68,396 for Principal depending on number of pupils.)

Health and Welfare:

Dental - Effective January 1, 1990, coverage is based on the 1989 (1988) ODA fee schedule. Effective January 1, 1991, coverage is based on the 1990 ODA fee schedule. Maximum lifetime claim for orthodontic services is \$2,000 (\$1,500).

Continuation of Benefits - Adoption/Maternity (new) - Employer continues to share premium costs for employee on maternity or adoption leave.

Waterloo County Board of Education at Kitchener - Employees Association (Ind.): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 454 employees and settled at the bargaining stage. Duration of negotiations - 5 months.

Wages:	Effective	<u>Sept. 1/89</u>	<u>Feb. 1/90</u>
	Increases	6% for Trades and Certified Trades and 5% for all other employees	2% for Certified Trades and 1% for all other employees
	Additional Adjustments	Minor Restructuring of wage schedule	
	Custodian II	\$17,501-\$20,449 (\$16,668-\$19,475)	\$17,676-\$20,652
	Certified Tradesperson	\$26,810-\$31,854 (\$25,292-\$30,060)	\$27,346-\$32,501
		<u>Sept. 1/90</u>	<u>Feb. 1/91</u>
	Increases	6% for Stationary Engineer, Trades and Certified Trades, 5.5% for Maintenance Serviceperson and 5.2% for all other employees	1% for Stationary Engineer and Trades and 2% for Certified Trades
	Custodian II	\$18,595-\$21,727	\$18,595-\$21,727
	Certified Tradesperson	\$28,987-\$34,451	\$29,567-\$35,140

Maximum rates are reached after 24 months for Custodian and after 12 months for Certified Trades.

Shift Premium:	0-44¢-44¢. (Previously, 0-37¢-40¢.) Effective September 1, 1990, 0-46¢-46¢.
Lead Hand Premium:	\$1,114 (\$1,061) per year. Effective February 1, 1990, \$1,125. Effective September 1, 1990, \$1,184.
Weekend Shift Premium:	Double shift premium for all hours worked from 12 midnight on Friday to 12 midnight on Sunday. (Previously, 37¢ per hour in addition to shift premium.)
Overtime Pay:	Double time for work on a paid holiday except when holiday forms part of a regularly scheduled shift. (Previously, time and one-half for legislated holidays and double time for other holidays.)

Double time for work on a Saturday of a weekend with a statutory holiday except when part of regularly scheduled shift (new).

Bereavement Leave: Up to 5 (3) days' paid leave upon death of step-parent.

Paid Sick Leave: Maximum accumulation is 120 (90) days for Custodian III. 1/10 (1/4) of the total days absent on Workers' Compensation charged to sick leave.

Leave is extended for up to 1 year (6 months) following exhaustion of benefits.

Paid Union Leave: Maximum 160 (110) days per year for union executive.

Health and Welfare: OHIP - Effective January 1, 1990, employer pays 100% (90%) of premium costs.

Safety Shoe Allowance: Maximum \$80 per year. (Previously, 100% of cost.)

Travel Allowance: 30¢ (27¢) per kilometre.

Trades Certificate Allowance: \$150 for each certificate for employee with more than 1 certificate in a trade to a maximum of \$150 per year for maintenance employee, \$300 per year for stationary engineer or trades skill and \$450 per year for certified trades skill. (Previously, \$25 for each additional certificate to a maximum of \$100 per year for certified trades skill only.)

Effective September 1, 1990, up to a maximum of \$300, \$450 and \$600 for maintenance, stationary engineer and tradesperson, and certified tradesperson respectively.

Job Security: Seniority is retained for 1 year (6 months) for employee on lay-off.

Ontario Council of Regents of Colleges of Applied Arts and Technology, province-wide - Various Locals, Ontario Public Service Employees (NUPGE) (CLC) (full-time academic staff, counsellors and librarians and partial load instructors): A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991 covering 8,700 employees, settled by arbitration following a work stoppage. Duration of negotiations - 14 months.

ages:	Effective	<u>Sept. 1/89</u>	<u>Sept. 1/90</u>
	General Increase	6%	6%
	Additional Adjustments	Restructuring of salary grid and the elimination of the first 2 steps of Professor, Counsellor and Librarian grid	

Instructor 0-10 steps	\$24,213-\$41,108 (\$22,842-\$38,781)	\$25,665-\$43,574
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Professor 2-16 steps (Teaching Master 0-16 steps)	\$28,361-\$55,387 (\$26,756-\$52,252)	\$30,063-\$58,710
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Health and Welfare:

Short Term Disability Plan (STD) (new) - Employee accrues sick leave credits of 20 days per benefit year. Absence due to illness or injury are paid at 100% salary until credits expire. When credits exceed 6 months employee may elect to remain on STD at 100% of salary (taxable) or accept LTD benefits at 60% of salary (non-taxable) if total disability is established by the insurance carrier. When accrued credits are exhausted employee receives 75% of salary until the 6-month LTD elimination period expires. Any unused credits can be carried forward to the next year, and all unused credits are cancelled when employee retires or terminates. Employee hired prior April 1, 1991, can receive a lump sum payment equivalent to 75% of available credits to a maximum of one-half annual salary or, employee with 10 years participation in previous plan can transfer credits to the new plan and receive a lump sum payment equivalent to available credits to a maximum of one-half of annual salary upon retirement, termination or lay-off.

Note: Maximum cost of the "cash out" option for employees electing not to transfer existing credits to new plan is \$5 million in the first year.

Dental - Coverage continues to be based on the previous year's ODA fee schedule.

Continuation of Benefits-Survivor - Employer continues to share premium costs for 6 (3) months.

Mileage Allowance:

Southern Ontario - 29¢ (27.5¢) per kilometre from 0 to 4,000 km, 24.5¢ (22¢) from 4,001 to 10,700, 21¢ (18¢) from 10,701 to 24,000 and 17.5¢ (15.5¢) for 24,001 km and over.

Northern Ontario - 29.5¢ (28¢), 25¢ (22.5¢), 21.5¢ (18.5¢) and 18¢ (16¢) respectively.

Relocation Expenses (new):

Transportation - Maximum reimbursement of \$1,000 for employee transferring to La Cite Collegiate when new work location is 80 kilometre from previous location.

Education Allowance:

Employer pays a maximum of \$20 per course, for pre-approved courses. (Previously, free tuition for courses to improve proficiency in English or French.)

Job Security:

Employer contributes a maximum of \$50 per year per full-time employee to the Joint Employment Stability Reserve Fund at a maximum level of \$500 per employee. The fund will be administered by the College Employment Stability Committee comprised of 2 employer and 2 union representatives. The committee will address a wide variety of issues including retraining, early retirement and job sharing (new).

Severance Pay: Lay-Offs - Employee receives from 9%-50% (11%-25%) of basic annual salary, depending on length of service, after 2 (3) years of service.

York University at Toronto - Local 3, Canadian Educational Workers (Ind.) (Unit 1: graduate students and Unit 2: part-time faculty): Two 24-month renewal agreements effective from September 1, 1989 to August 31, 1991, covering 1,600 employees, settled at the bargaining stage. Duration of negotiations-4 months.

Wages:	Effective	Sept. 1/89	Sept. 1/90
Average Increases		8.25%	7.5%
<u>Annual Salary</u>			
Teaching Assistantship Unit 1 (10 hours per week per academic session)		\$8,105 (\$7,485)	\$8,715
<u>Salary per Assignment</u>			
Course Director (per 3 teaching contact hours per week per academic session)		\$9,141 (\$8,445)	\$9,828
Tutor 1 (Tutorial Leader - per 1 teaching contact hour per week per academic session)		\$3,047 (\$2,815)	\$3,276
<u>Hourly Rates</u>			
Tutor 3, Marker/Grader and Tutor 4 (Individual Tutor)		\$19.90 (\$18.65)	\$21.10
Computer Centre Advisor		\$11.55 (\$10.80)	\$12.30
Authorized replacement Lecturer rates increased in accordance with general salary increases.			
aid Maternity leave:	Up to 12/35ths (7/35ths) of the term of the employee's contract and up to 14/35ths if shared by both parents if members of Canadian Educational Workers.		
aid Adoption leave:	Up to 6/35ths (4/35ths) of the term of the employee's contract shared by both parents if members of Canadian Educational Workers.		

Compassionate Leave:	Up to 4/35ths (3/35ths) of the term of the employee's contract.
Paid Sick Leave:	Up to 6/35ths (4/35ths) of the term of the employee's contract.
Health and Welfare:	<u>Dental</u> - Eligibility is 4 months' service. (Previously 1 year.) Coverage extended to include orthodontic services and extractions.
Thesis Allowance:	\$200 (\$150) for Major Research Papers required for the PhD degree.
Mileage Allowance:	23¢ (20¢) per kilometre.
Bursary Fund (Unit 1);:	\$100,000 (\$75,000) per year. Effective September 1, 1990 \$110,000.
Research Costs Fund (Unit 1):	\$35,000 (\$30,000) per year. Effective 1990, September 1, \$40,000.
Conference Travel Funds (Unit 2):	\$40,000 (\$31,000) in each year.
Professional Development Fund (new):	\$25,000 per year for part-time faculty.

#### HEALTH AND WELFARE SERVICES

Visiting Homemakers Association at Toronto - Local 204, Service Employees International (AFL-CIO/CLC) (full-time and part-time employees): A 12-month renewal agreement effective from July 1, 1989 to June 30, 1990, covering 250 employees, settled at the conciliation officer stage. Duration of negotiations - 6 months.

Wages:	Effective	<u>July 1/89</u>
	General Increase	70¢
	Homemaker I-IV levels (I-V)	\$7.30-\$8.55 (\$6.30-\$7.85)
	<u>Start Rate</u> - Increased by 30¢.	
Paid Holidays:	Easter Monday is added for a total of 10 (9) days.	
Paid Vacation:	4 weeks after 8 (10) years of service and 5 weeks after 15 years (new).	
Paid Sick Leave (new):	48 hours paid leave per year (full-time employees).	

PERSONAL SERVICES

equal Constellation Hotel, previously, Constellation Hotel Corp. Ltd., at Toronto - Local 351, Textile Processors (Ind.): A 36-month renewal agreement effective from November 1, 1989 to October 31, 1992, covering 400 employees, settled at the conciliation officer stage. Duration of negotiations - 3 months.

ages:	Effective	Nov. 1/89	Nov. 1/90	Nov. 1/91	Aug. 1/92
	General Increases	8.9%	7%	6%	
	Additional Adjustments				25¢-51¢ for certain classification
	Maid	\$7.48 (\$6.87)	\$8.01	\$8.49	\$9.00
	Waiter/ Waitress**	\$5.50 (\$5.05)	\$5.88	\$6.24	\$6.24
	Maintenance Electrician	\$14.44 (\$13.25)	\$15.45	\$16.38	\$16.38
	** Automatic gratuity Allowance of 15%.				
all back Pay:	Minimum 5 (4) hours' pay at straight time rate or hours worked, whichever is greater.				
Reporting Pay:	Minimum of 5 (4) hours' pay at straight time rate.				
Paid Holidays:	Easter Monday is added for a total of 11 (10) days.				
Paid Vacation:	3 weeks after 4 (5) years of service, 4 after 10 (12) and 5 after 15 (new).				
bereavement leave:	3 days' paid leave upon death of mother/father-in-law or grandchild (new).				
Banquet Gratuities:	Increased by 5% per drink on cash bar and beverage.				
All Persons:	Guaranteed minimum gratuity of \$1.25 (\$1) in and out.				
Delivery Premium:	50¢ (25¢) per hour while delivering newspapers and 50¢ per delivery for other items (new).				
Negotiation Leave:	8 hours' pay for up to 10 negotiating committee members (new).				
Health and Welfare:	<u>Employer Contribution</u> - \$72 (\$67) per month per employee to the Union Health and Welfare Fund. Effective November 1, 1990 and 1991, \$78 and \$83 respectively.				

Pension (new): Basic Benefit - Effective September 1, 1992, employer pays 10¢ per hour worked into a plan yet to be determined.

Job Security: Employee will retain seniority for lay-off up to 12 (8) months.

#### PROVINCIAL ADMINISTRATION

Provincial Schools Authority, province-wide - Provincial Schools Teachers (Ind.): A 12-month renewal agreement effective from September 1, 1989 to August 31, 1990, covering 290 employees, settled with mediation assistance. Duration of negotiations - 4 1/2 months .

Wages:	Effective	Sept. 1/89	Mar. 1/90
	General Increases	5.5%	1.4%
	Teacher-Category E1 0-5 years	\$19,366-\$26,860 (\$18,356-\$25,460)	\$19,637-\$27,236
	Teacher-Category E4/S1 0-9	\$25,693-\$43,212 (\$24,354-\$40,959)	\$26,053-\$43,817
	Teacher-Category E7/S4 0-10	\$32,061-\$53,957 (\$30,390-\$51,144)	\$32,510-\$54,712

Note: Salary grid does not include \$1,600 (unchanged) classroom allowance for all teachers on permanent contract.

Annual Responsibility Allowances: Principal - Maximum \$8,000 (\$6,705).

Vice-Principal - \$4,238 (\$3,818) for 11-14 teachers and \$4,658 (\$4,238) for 15 or more teachers.

Educational Co-ordinator - \$2,700 (\$2,400) for small centres, \$3,225 (\$2,925) for 3-10 teachers and \$3,855 (\$3,555) for 11 or more teachers.

Bereavement Leave: Up to 3 days' paid leave upon death of ward, guardian, aunt, or uncle (new).

Health and Welfare: Vision - Maximum claim is \$100 (\$80) per person every 2 years.

Hearing - Maximum lifetime claim is \$300 (\$200) per person.

Dental - 85%-15% (70%-30%) co-insurance for basic dental services. Maximum lifetime claim is \$2,000 (\$1,000) per family member for dentures. Coverage continues to be based on the current year's ODA fee schedule.

Mileage Allowance: 17.5¢-29¢ (15.5¢-27.5¢) per kilometre for southern Ontario and 18¢-29.5¢ (16¢-28¢) for northern Ontario depending on total distance travelled.

LOCAL ADMINISTRATION

Hamilton-Wentworth Regional Board of Commissioners of Police - Police Association (Ind.) (civilian employees): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 211 employees, settled at the bargaining stage. Duration of negotiations - 2 months.

<u>Wages:</u>	<u>Effective</u>	<u>Jan. 1/89</u>	<u>July 1/89</u>
	General Increases	5%	2%
<u>Annual Rates</u>			
	Class 1 (includes Cleaner)	\$18,151.50 (\$17,287.02)	\$18,514.39
	Class 3 (includes CPIC Operator)	\$20,489.46-\$22,366.50 (\$19,513.92-\$21,301.28)	\$20,899.28-\$22,813.86
	Class 21 (includes Systems Analyst)	\$40,537.29-\$52,292.25 (\$38,607.06-\$49,802.04)	\$41,348.06-\$53,338.18
	<u>Effective</u>	<u>Jan. 1/90</u>	<u>July 1/90</u>
	General Increases	5%	2.2%
	Class 1	\$19,439.88	\$19,867.95
	Class 3	\$21,944.16-\$23,954.68	\$22,427.50-\$24,482.34
	Class 21	\$43,415.41-\$56,005.14	\$44,371.66-\$57,238.25
Maximum rates for CPIC Operator and Systems Analyst are reached after 3 years.			
<u>Holiday Vacation:</u>	Effective January 1, 1990, 4 weeks after 9 (10) years of service.		
<u>Health and Welfare:</u>	<u>Vision</u> - Effective November 15, 1989, maximum claim is \$200 (\$75 per person every 2 years for prescription eyeglasses.		
	<u>Dental</u> - Coverage continues to be updated on January 1 to the previous year's ODA fee schedule. Effective January 1, 1990, maximum lifetime claim for orthodontic services is \$2,000 (\$1,500 per dependent child.		
	<u>Continuation of Benefits while on Maternity Leave (new)</u> - Employer continues to share premium costs for health and welfare coverage.		

Mississauga City Corporation - International Fire Fighters (Ind.): A 12-month renewal agreement effective from January 1, 1988 to December 31, 1988, covering 456 employees, settled by arbitration in November 1989. Duration of negotiations - 24 months.

Wages:	Effective	<u>Jan. 1/88</u>
	General Increase	4.81%
<u>Annual Rates</u>		
	Fire Fighter 1st Class	\$41,339 (\$39,440)
	Assistant Deputy Chief	\$62,009 (\$59,160)
Call Back Pay:	Minimum of 3 hours' pay at time and one-half for Fire Fighters (previously, no minimum number of hours).	
Paid Holidays:	Effective January 1, 1990, 1 floating day is added for a total of 12 (11) days.	
Health and Welfare:	<u>Hearing Aid</u> - Effective December 1, 1989, maximum claim is \$200 per family member every 2 years (Previously, \$400 maximum lifetime claim).	
	<u>Dental</u> - Effective July 15, 1988, coverage is based on the 1987 (1986) ODA fee schedule. Effective December 1, 1989, the 1988 ODA fee schedule. Effective February 1, 1990, plan includes optional improved coverage for dentures and root canals with 50%-50% co-insurance (new).	
	<u>Continuation of Benefits - Maternity Leave (new)</u> - Employer continues to share premium costs for health and welfare coverage during the first 17 weeks.	
Mileage Allowance:	Effective January 1, 1989 37.1¢ (35.3¢) per kilometre for first 600 km per month, 18.7¢ (17.8¢) for 1,400-2,000 km and 14.1¢ (12.9¢) for over 2,000 km.	
<u>Ottawa City Corporation - Local 503, Canadian Union of Public Employees (CLC) (full-time and part-time inside and outside employees)</u> : A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 1,700 employees, settled at the bargaining stage. Duration of negotiations - 10 months.		
Wages:	Effective	<u>Jan. 1/89</u>
	General Increases	3%
	Group I (includes General Labourer)	\$12.39 (\$12.03)
	Electrician III	\$16.82 (\$16.33)
<u>Annual Rates</u>		
	Clerk 1	\$17,326.66-\$21,663.95 (\$16,822.00-\$21,032.96)
		\$17,846.46-\$22,313.87

Administration Officer VIII	\$41,106.76-\$49,040.61 (\$39,909.48-\$47,612.24)	\$42,339.97-\$50,511.83
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	<u>Jan. 1/90</u>	<u>July 1/90</u>
General Increases	3%	3%
Group I (includes General Labourer)	\$13.15	\$13.54
Electrician III	\$17.84	\$18.38

Annual Rates

Clerk I	\$18,381.85-\$22,983.28	\$18,933.31-\$23,672.78
Administration Officer VIII	\$43,610.16-\$52,027.18	\$44,918.47-\$53,587.99

Maximum rate for Clerk I is reached after 6 years and for Administration Officer VIII after 5 years.

Acting Pay:

Employee receives higher rate after 12 (15) days on acting assignment.

Paid Vacation:

Effective January 1, 1990, 4 weeks after 8 (9) years of service and 6 after 25 (27).

Health and Welfare:

Life Insurance - Effective January 1, 1990, benefit is \$55,000 (\$50,000).

Vision - Effective January 1, 1990, maximum claim is \$200 (\$150) every 2 years.

Dental - Effective November 1989, coverage is based on the 1988 (1987) ODA fee schedule. Effective January 1, 1990 the 1989 ODA fee schedule.

Continuation of Benefits for Early Retirement (new) - Benefit coverage continues to age 65 for employee retiring with accrued entitlement.

Health and Safety:

1 day paid time off per month for health and safety representative (new).

Pregnancy and VDT's - Employee may request transfer to another position without loss of pay (new).

Paid Medical Leave:

Straight time during regular working hours and time and one-half outside regularly scheduled hours when examination is required by employer.

Technological Change:

Employer agrees to notify union as far as possible in advance.

Severance Pay: 2 months' pay for employee with 1 to 2 years of service laid off due to organizational or technological change (unchanged), 3 months for 3 to 5 (6) years, 4 months for 5 to 11 (9) years and 6 months for 11 (12) to 16 years. 10 months for 16 to 20 years, and 18 months for 25 or more years (new).

Tool Allowance (new): Effective January 1, 1990, maximum \$100 per year for Class "A" Mechanic required to use own tools.

Scarborough City Corporation - Local 626, International Fire Fighters (AFL-CIO/CLC):  
A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 480 employees, settled by arbitration. Duration of negotiations - 11 months.

Wages: Effective Jan. 1/89 July 1/89

General Increases 6% 1%

Annual Rates

4th Class Fire Fighter \$33,288.00 \$33,621.00  
(\$31,404.00)

1st Class Fire Fighter \$44,384.00 \$44,828.00  
(\$41,872.00)

Assistant Deputy Chief \$69,239.04 \$69,931.68  
(\$65,320.32)

Effective Jan. 1/90 July 1/90

General Increases 6% 1%

Annual Rates

4th Class Fire Fighter \$35,638.50 \$35,994.75

1st Class Fire Fighter \$47,518.00 \$47,993.00

Assistant Deputy Chief \$74,128.08 \$74,869.08

Seniority Premium: \$65 (\$60) per year for employees with 7 years of service, \$135 (\$115) after 11, \$200 (\$170) after 16 and \$250 (\$225) after 21.

Paid Vacation: Effective January 1, 1990, 28 calendar days after 9 (10) years of service, 35 after 17 (18).

Paid Maternity Leave (new): Pays difference between 75% of salary and UIC benefit for a maximum of 26 weeks.

## **Health and Welfare:**

Life Insurance for Retirees - Effective January 1, 1990, benefit is \$3,000 (\$2,000).

LTD - Effective January 1, 1990, benefit is 75% of monthly salary.  
(Previously, 75% of salary to a maximum \$3,000 per month.)

Dental - Effective September 1, 1989, employer pays 100% of the premium costs for major restorative services with 50%-50% co-insurance and a maximum annual claim of \$1,000 (new). 60/40 (50/50) co-insurance for dentures.

Continuation of Benefits Maternity Leave (new) - Employer continues its share of premium costs for health and welfare coverage.

Continuation of Benefits for Survivor (new) - Effective January 1, 1990, health and welfare benefit coverage continues for spouse of employee until the anniversary date of the employee's 65th birthday.

**Cleaning Allowance (new):** \$120 per year for employee above the rank of 1st-Class Firefighter.

## Addenda

## April 1989 Settlement

## EDUCATION AND RELATED SERVICES

Waterloo County Board of Education at Kitchener - Employees Association (Ind.): A 24-month first agreement effective from September 1, 1988 to August 31, 1990, covering 325 employees, settled at the bargaining stage and ratified in April 1989. Duration of negotiations - 16 months.

Wages:                    Effective                    Sept. 1/88                    Sept. 1/89

**General Increase** 5%\*

#### Hourly Rates

Table A

(includes part-time Regular Class Teacher Assistant)  
0-4 years

### Annual Rates

**Level D (includes full-time Teacher Assistant) 0-4 years** \$19,778-\$25,301 \$20,767-\$26,567

\* Conditional wage re-opener if the CPI - 1981=100 increases by more than 5% above the August 1989 index. Any revisions to be capped at 8%.

hours of Work: 35 hours per week for full-time employees.

Overtime Pay:	Time and one-half.
Paid Holidays:	New Year's Day, Good Friday, Easter Monday, Victoria Day, Canada Day, Labour Day, Thanksgiving Day, Christmas Day and Boxing Day are recognized for a total of 9 days.
Vacation Pay:	Effective September 1, 1988, 4% of earnings for employee with less than 1 year of service, 4% after 1 year, 6% after 3, 8% after 10 and 10% after 18. Effective September 1, 1989, 6.4% after 6, 6.8% after 7, 7.2% after 8, 7.6% after 9, 8.4% after 13, 8.8% after 14, 9.2% after 15, 9.6% after 16, 10% after 17, 10.4% after 21, 10.8% after 22, 11.2% after 23, 11.6% after 24, and 12% after 25.
Bereavement Leave:	Up to 5 days' paid leave upon death of parent, child, sister, brother, step-child, spouse, ward and fiance(e). Up to 3 days for step-parent, step-brother/sister, grandparent, daughter/son-in-law, parent-in-law, brother/sister-in-law, grandchild and guardian. Additional 2 days for travel time when necessary. Up to 1/2 day for employee required to act as a pallbearer.
Jury Duty/Court Attendance Leave:	Employee receives regular daily wages and must remit fees received as juror or witness to employer.
Paid Personal Leave:	1 day per year.
Leave with Pay for Family-Related Responsibilities:	Two 1/2 days' paid leave for attending to parent, spouse or child. 1 day's paid leave for needs directly related to the birth or adoption of a child.
Paid Sick Leave:	2 days per month with a maximum accumulation of 65 days for part-time employee. 2 days per month with a maximum accumulation of 220 days for full-time employees. Effective September 1, 1989, a maximum accumulation of 85 days for part-time employee.
Education Leave:	1 day's paid leave per school year for the purpose of writing examinations.
Professional Development Leave:	6 hours per day to a maximum of 3 days per school year for part-time employees.
Health and Welfare:	Employer pays 90% of premium costs for the following benefits, pro-rated for part-time employees.
<u>OHIP</u>	
<u>Life Insurance and AD &amp; D</u> - Benefit is \$25,000.	
<u>Major Medical</u> - \$25 annual deductible for all eligible expenses not covered by OHIP except Semi-Private Hospitalization, which is fully paid.	

Dental - Coverage is based on the current year's ODA fee schedule. Effective September 1, 1989, plan is extended to include 50%-50% co-insurance for crowns and bridges with a maximum annual claim of \$1,500 per person.

Continuation of Benefits Maternity Leave - Employer continues to share premium costs for health and welfare benefits during the first 17 weeks.

Pension Plan: O.M.E.R.S. Type 1 Pension coverage for eligible employees.

### September 1989 Settlements

#### EDUCATION AND RELATED SERVICES

Lincoln County Board of Education at St. Catharines - Local 1442, Canadian Union of Public Employees (CLC) (office, clerical and technical employees): A 24-month renewal agreement effective January 1, 1989 to December 31, 1990, covering 250 employees, settled with mediation assistance and ratified in September 1989. Duration of negotiations - 7 months.

Wages:	Effective	<u>Jan. 1/89</u>	<u>Jan. 1/90</u>
	Increases	14.23% for Assessment Counsellor-Psychometrist and 5.75% for all other employees	12.9% for Assessment Counsellor-Psychometrist and 5.5% for all other employees
<u>Bi-Weekly Rates</u> 35 hours per week			
	Level 2 (includes Mail Clerk)	\$698.53-\$763.42 (\$660.55-\$721.91)	\$736.95-\$805.41
	Level 10 (Assessment Counsellor)	\$1,268.73-\$1,536.23 (\$1,199.74-\$1,452.70)	\$1,338.51-\$1,620.72
	Assessment Counsellor Psychometrist	\$1,370.41-\$1,637.91 (\$1,199.74-\$1,452.70)	\$1,547.22-\$1,829.44
	Maximum rate for Mail Clerk is reached after 2 annual increases and for Assessment Counsellor and Assessment Counsellor Psychometrist after 4 annual increases.		
Paid Sick Leave:	Maximum 20 days may be drawn from accumulated sick leave for employee absent due to complications resulting from pregnancy. (Previously, no sick leave allowed.)		
bereavement leave:	3 (2) days' paid leave upon death of grandparent, sister/brother-in-law.		

Health and Welfare: Dental - Coverage is now based on current year's ODA fee schedule (previously, one year lag).

Education Allowance: Maximum \$275 (\$225) per year.

London City Board of Education - Ontario Public School Teachers' Federation (Ind.) (elementary school occasional teachers): A 12-month renewal agreement effective from September 1, 1989 to August 31, 1990, covering 482 employees, settled at the bargaining stage and ratified in September 1989. Duration of negotiations - 1 1/2 months.

Wages: Effective Sept. 1/89

Increases 7.89% for Casual  
Occasional Teacher  
and 5.68% for Continuing  
Occassional Teacher

Daily Rates\*

Casual Occasional Teacher	\$125.16 (\$116)
Continuing Occasional Teacher 0 years base rate	\$108.55-\$153.14 (\$102.72-\$144.91)
Category D 0-9	\$108.55-\$152.20 (\$102.72-\$144.03)
Category A1 0-10	\$125.16-\$211.86 (\$118.43-\$200.53)
Category A4 0-10	\$153.14-\$280.84 (\$144.91-\$265.71)

\* Daily rates include 4% vacation pay.

Note: Continuing Occasional Teacher is a teacher that is employed for a period beyond 10 days in the same assignment.

Bereavement Leave (new): 3 days' paid leave upon death of spouse, parent, child, guardian, brother, sister, mother/father-in-law, daughter/son-in-law, aunt, uncle, grandparent, grandchild, brother/sister-in-law for teacher on assignment of 4 month or more.

Call-in Pay (new): 1/2 day's pay if no work is available.

University of Western Ontario, Physical Plant Department and Thompson Arena at London - Local 2361, Canadian Union of Public Employees (CLC): A 12-month renewal agreement \* effective from May 1, 1989 to April 30, 1990, covering 305 employees settled at the bargaining stage and ratified in September 1989. Duration of negotiations - 7 months.

\* Previously, two collective agreements.

Wages:	Effective	<u>May 1/89</u>
	General Increase	4.8%
	Additional Adjustments	30¢ for Vehicle Mechanic, 28¢ for Motor Mechanic
	Service Worker I	\$9.15 (\$8.73)
	Caretaker Intermediate I	\$11.52 (\$10.99)
	Electrician	\$17.69 (\$16.88)

Standby Pay: 3/4 hour per day of the Lead Hand Electrician's rate for Monday to Friday, 1 hour per day for Saturday and Sunday and 1 1/4 hours' per day on a paid holiday. (Previously, 1/2 hour, 3/4 hour and 1 hour respectively.)

Health and Welfare: Continuation of Benefits for Retirees - Effective October 1, 1989, benefit coverage for Dental continues for all current and future retirees (new).

Safety Shoe Allowance: Effective October 1, 1989, \$50 (\$45) for caretakers.

Severance Pay: 1 week's pay per year of service to a maximum of 26 weeks' pay for employee terminated for redundancy or cause, with 5 or more years of service (new).

#### October 1989 Settlements

##### RUBBER AND PLASTICS PRODUCTS

General Tire Canada Inc., previously General Tire Canada Limited, Tire Division, at Barrie - Local 536, Rubber Workers (AFL-CIO/CLC): A 36-month renewal agreement effective July 1, 1989 to June 30, 1992, covering 660 employees, settled with mediation assistance and ratified in October 1989. Duration of negotiations - 5 1/2 months.

Wages:	Effective	<u>July 1/89</u>	<u>July 1/90</u>	<u>July 1/91</u>
	General Increases	25¢	10¢	10¢

COLA Advance	10¢	10¢
Additional Adjustments	Major restructuring of wage schedule	
Utilityman	\$13.420-\$13.960 (\$12.153-\$12.643)	\$13.620-\$13.980 \$13.720-\$13.99
Lift Truck \$13.7930operator	\$13.493 (\$12.238)	\$13.693
Stationary \$18.315Engineer 2nd Class	\$18.015 (\$14.705)	\$18.215

Maximum rate for Utilityman is reached when experienced in 8 jobs.

Previous rates reflect COLA folded into wages during the previous agreement.

COLA: 1¢ per 0.26 point change in the CPI - 1971=100 using the June 89, index as the base. 6 semi-annual adjustments. (Basic formula is unchanged.)

Shift Premium: 0-30¢-45¢ (0-25¢-40¢).

Call Back Pay: \$25 (\$20) inconvenience pay in addition to call back pay.

Vacation Pay: Minimum \$363 (\$297) per week for eligible employee unable to work during part of the preceding year due to sickness or injury.

Bereavement Leave: Up to 3 days' paid leave upon death of common-law spouse and child of common-law spouse (new).

Health and Welfare: Life Insurance and AD & D - Benefit is \$25,000 (\$20,000).

Life Insurance for Retirees - Effective July 1, 1989, benefit is \$4,500 (\$3,500).

Life Insurance for Dependents - Coverage extended to include mentally or physically dependent child from age 18 (new).

Weekly Indemnity - Maximum benefit is \$363 (\$297). Coverage is extended to include the first day of absence due to out-patient surgery (new).

Major Medical - Maximum \$300 (\$200) per year for the services of a Speech Therapist; \$40 (\$35) for the first visit and \$30 (\$20) for subsequent visits to a maximum of \$400 (\$200) per year for a Psychologist; and \$14 (\$12) per visit for a Physiotherapist.

Vision - Maximum claim is \$150 (\$120) per person every 2 years.

Hearing - Maximum claim is \$500 per person every 3 (5) years.

Dental - Effective October 1, 1989, coverage is based on the 1988 (1980) ODA fee schedule. Effective July 1, 1990 and 1991, the 1989 and 1990 ODA fee schedules respectively.

Transition/Survivor Income Benefit - Benefit is \$450 (\$400) per month for a maximum of 24 months.

Pension Plan:

Basic Benefit - \$20.50 (\$17) per month per year of service for the first 15 years, \$22.50 (\$19) for the next 15 years, and \$24 (\$20.50) thereafter.

Supplemental Benefit - Type A, \$13.50 (\$12.50) per month per year of service to a maximum of 30 years.

Current Retirees Benefit - Increased by 50¢ per month per year of service.

Meal Allowance:

\$3 (\$2.50) after 3 hours overtime.

Safety Shoe  
Allowance:

40% (35%) of the cost per pair.

SUB:

Employer Contribution - 9¢-19¢ (7¢-17¢) per compensated hour depending on level of fund.

TRANSPORTATION EQUIPMENT

A.G. Simpson Company Limited at Cambridge, Oakville, Oshawa, Scarborough and Windsor - Canadian Auto Workers (CLC)\*: A 36-month renewal agreement effective from July 29, 1989 to July 28, 1992, covering 1700 employees, settled at the post conciliation bargaining stage and ratified in October 1989. Duration of negotiations - 3 months.

\* Previously Simpson Plant Council (Ind.)

Wages:	Effective	<u>July 29/89</u>	<u>July 29/90</u>	<u>July 29/91</u>
	General Increases	1.00	50¢	45¢
	Additional Adjustments	Restructuring of wage schedule and 3¢-84¢ for certain classifications 50¢		
	Skilled Trades Adjustments	50¢, 70¢ for Plumber/Pipefitter Steamfitter (new) and \$1.20 for Tool and Die Maker		
	Fabricator/ Completer (Production Worker, Light "B")	\$14.14 (\$12.94)	\$14.64	\$15.09

Tool and Die Maker	\$18.94 (\$16.74-\$17.44)	\$19.94	\$20.39
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Start Rate - \$1.20 per hour below job rate for the first 45 days worked and \$1 for the remainder of the first year.

Previous rates reflect 59¢ COLA folded into wages during the previous agreement.

COLA: Effective January 29, 1990, 1¢ per 0.17 point increase in the CPI - 1981=100, using the September 1989 index as the base. Adjusted quarterly. Effective October 29, 1990 and October 28, 1991, 1¢ per 0.15 and 1¢ per 0.13 point increase in the CPI respectively. Ten quarterly adjustments during the contract term. (Previously, 7 quarterly adjustments.)

Acting Pay: Employee temporarily transferred to higher classification receives new rate immediately. (Previously, after 3 days.)

Bereavement Leave: 3 days' paid leave upon death of step-brother/sister and grandchild (new).

Court Attendance Leave (new): Summoned or subpoenaed employee receives benefits and accumulates seniority while on leave.

Paid Union Leave: 1 hour for monthly Stewards meetings (new).

Health and Welfare: Effective July 1989, eligibility for benefit coverage is after 45 days (1 year).

Life Insurance - Benefit is \$23,000 (\$20,000). Effective July 29, 1990, 1990 and 1991, \$24,000 and \$25,000 respectively.

AD & D - Benefit is \$13,000 (\$10,000). Effective July 29, 1990 and 1991, \$14,000 and \$15,000 respectively.

LTD (new) - Benefit is \$1,000 per month until recovery, death or retirement, to a maximum of 5 years. Effective July 29, 1990 and 1991, \$1,200 and \$1,300 respectively.

Major Medical - Deductibles eliminated. (Previously, annual deductibles of \$25 for single coverage and \$75 for family coverage.) Effective July 29, 1990, employer pays 100% of the premium costs for semi-private hospitalization. (Previously, employee paid.)

Continuation of Benefits - Benefit coverage continues for up to 3 months for employee on lay-off and maternity leave and 2 years for employee on Workers' Compensation (new).

Rehabilitation - Company will pay costs associated with referral to facilities if none available in Ontario.

Pension Plan: Basic Benefit (new) - Non-contributory plan provides benefit of \$18 a month per year of future service. Effective July 29, 1990 and 1991, \$19 and \$20 respectively. (Previously deferred profit sharing plan with a maximum of \$1,000 for 15 years seniority.)

Past Service Benefit - Employee retiring during life of the collective agreement will be guaranteed a pension based on earnings under the new plan plus \$10 per month per year of service prior to July 29, 1989.

Education Allowance:	Employer pays 100% of tuition fees and required texts upon successful completion of approved programs (new).
Union Education Fund (new):	Employer contributes 2¢ per hour worked to CAW Paid Educational Leave Fund.
Safety Shoe Allowance:	Effective July 24, 1989, maximum \$50 (\$35) per year. Effective July 24, 1990 and July 24, 1991, \$60 and \$70 respectively.

#### EDUCATION AND RELATED SERVICES

Timmins Board of Education - Federation of Women Teachers' Associations of Ontario (Ind.), Ontario Public School Teachers' Federation (Ind.) and Association des Enseignants Franco-Ontariens (Ind.) A 24-month renewal agreement effective from September 1, 1989 to August 31, 1991, covering 202 employees, settled at the bargaining stage and ratified in October 1989. Duration of negotiations - 8 months.

<u>Wages:</u>	<u>Effective</u>	<u>Sept. 1/89</u>	<u>Sept. 1/90</u>
	General Increases	5.4%	5.5%
	Teacher-Category D 0-12 years	\$21,179-\$30,632 (\$20,094-\$29,063)	\$22,344-\$32,317
	Teacher-Category A1 0-12 years	\$27,218-\$44,607 (\$25,824-\$42,322)	\$28,716-\$47,061
	Teacher-Category A4 0-12 years	\$32,400-\$56,127 (\$30,740-\$53,251)	\$34,182-\$59,214
	<u>Principal</u>		
	A School 0-4 years	\$59,799-\$61,615 (\$56,735-\$58,458)	\$63,088-\$65,004
	B School 0-4 years	\$63,507-\$66,231 (\$60,253-\$62,838)	\$67,000-\$69,874
	C School 0-4 years	\$65,020-\$67,742 (\$61,689-\$64,271)	\$68,596-\$71,467
<u>Annual Responsibility Allowances:</u>	<u>Effective</u>	<u>Sept. 1/89</u>	<u>Sept. 1/90</u>
	Vice-Principal	\$4,996 (\$4,316)	\$5,271

Subject Supervisor, Special Assignment Teacher, Teacher Diagnostician and Psycho-Educational Consultant	\$3,471 (\$2,998)	\$3,662
Special Education Coordinator and Curriculum Coordinator	\$5,557 (\$4,800)	\$5,862
French-as-a-Second- Language Coordinator	\$5,557 (new)	\$5,862

Health and Welfare:  
Major Medical - Coverage is extended to include dependent student to age 25 (21).

Dental - Coverage continues to be updated on March 1 to the previous year's ODA fee schedule.

Paid Preparation Time: Effective September 1, 1990, minimum guarantee of 180 minutes per week. (Previously, minimum guarantee of 150 minutes per week with an attempt at 180 minutes.) Pro-rated for part-time teachers.

Welland County Roman Catholic Separate School Board at Welland - Local 1317, Canadian Union of Public Employees (CLC) (full-time and part-time office and clerical, caretaking and maintenance employees, library technicians, teaching assistants and bus drivers): Two\* 24-month renewal agreements effective from January 1, 1989 to December 31, 1990, covering 306 employees, settled with mediation assistance and ratified in October 1989. Duration of negotiations - 6 months.

\* Previously, 3 collective agreements.

Wages: Effective Jan. 1/89 Jan. 1/90

General Increases 6% 6%

"A" Agreement

Caretaker \$12.01-\$12.94  
(\$11.33-\$12.21) \$12.73-\$13.72

Maintenance \$13.64-\$16.08  
(\$12.87-\$15.17) \$14.46-\$17.04

"B" Agreement

Annual Rates

Administration Category 1 \$13,943-\$19,802  
(includes Mail Clerk) (\$13,154) \$14,780-\$20,990  
0-5 years

Administration	\$32,986	\$34,965
Category 6 (includes	(\$31,119)	
Assessment Officer)		

Maximum rates in "A" agreement are reached after 6 months.

Shift Premium  
("A" Agreement): 0-45¢-45¢ (0-30¢-30¢)

Bereavement Leave: 3 days' paid leave upon death of son/daughter-in-law (new).

Paid Adoption Leave (new): 1 days' paid leave on day of adoption of child.

Education Leave (new): Paid leave of absence to attend course approved by employer.

Health and Welfare: LTD - Benefit is 70% of monthly earnings to a maximum of \$2,000 per month, payable after 26 weeks or expiry of sick leave, whichever is later (new).

Vision - Effective January 1, 1990, maximum claim is \$200 (\$150) per person every 2 years.

Dental - Coverage continues to be based on the current year's ODA fee schedule.

Continuation of Benefits Maternity Leave (new) - Employer continues to share of premium costs for up to 17 weeks.

Job Security: Contracting out - No employee, upon completion of probationary period (previously, 2 years) shall be laid-off due to contracting out.

Technological Change (new) - Employer will provide word processing training to school secretaries with no loss of pay. Refresher courses will be made available as equipment is installed.

North York Public Library Board - Local 771, Canadian Union of Public Employees (CLC)  
(full-time and part-time employees): A 24-month renewal agreement effective from January 1, 1989 to December 31, 1990, covering 510 employees, settled at the conciliation officer stage and ratified in October 1989. Duration of negotiations - 4 months.

ages:	Effective	Jan. 1/89	Jan. 1/90
Average Increases	6.8%	6.7%-7.2%	

Annual Rates

Group 1 (includes Clerk/Typist)	\$22,131.20-\$24,515.40 (\$20,709.01-\$22,944.43)	\$23,714.60-\$26,280.80
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Group 18 (includes Systems Librarian)	\$42,551.60-\$49,049.00 (\$39,833.84-\$45,909.42)	\$45,409.00-\$52,343.20
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Maximum rates are reached on merit and years of service.

Health and Welfare: Vision - Effective November 1, 1989, maximum claim is \$150 (\$100) per person every 2 years.

Dental - Effective November 1, 1989, coverage is based on the 1989 (1988) ODA fee schedule. Effective April 1, 1990, the 1990 ODA fee schedule.

Mileage Allowance: Effective October 25, 1989, 31¢ (29¢) per kilometre. Effective January 1, 1990, 32¢.



